

Attachment B

WD 05-2055 (Rev.-10) was first posted on www.wdol.gov on 06/02/2009

REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2055
Shirley F. Ebbesen	Division of	Revision No.: 10
Director	Wage Determinations	Date Of Revision: 05/26/2009

State: California

Area: California Counties of Alpine, Amador, Butte, Colusa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Mendocino, Modoc, Nevada, Placer, Plumas, Sacramento, Shasta, Sierra, Siskiyou, Sutter, Tehama, Trinity, Yolo, Yuba

*****Fringe Benefits Required Follow the Occupational Listing*****

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

16.41

01012 - Accounting Clerk II

18.43

01013 - Accounting Clerk III

20.61

01020 - Administrative Assistant

25.83

01040 - Court Reporter

20.96

01051 - Data Entry Operator I

14.85

01052 - Data Entry Operator II

16.20

01060 - Dispatcher, Motor Vehicle

18.16

01070 - Document Preparation Clerk

14.72

01090 - Duplicating Machine Operator

14.72

01111 - General Clerk I

13.01

01112 - General Clerk II

14.20

01113 - General Clerk III

17.70

01120 - Housing Referral Assistant
22.39
01141 - Messenger Courier
11.75
01191 - Order Clerk I
13.88
01192 - Order Clerk II
15.17
01261 - Personnel Assistant (Employment) I
17.12
01262 - Personnel Assistant (Employment) II
19.16
01263 - Personnel Assistant (Employment) III
21.35
01270 - Production Control Clerk
20.91
01280 - Receptionist
14.72
01290 - Rental Clerk
16.09
01300 - Scheduler, Maintenance
17.83
01311 - Secretary I
17.83
01312 - Secretary II
18.96
01313 - Secretary III
22.39
01320 - Service Order Dispatcher
16.72
01410 - Supply Technician
25.83
01420 - Survey Worker
18.76
01531 - Travel Clerk I
13.59
01532 - Travel Clerk II
14.63
01533 - Travel Clerk III
15.72
01611 - Word Processor I
14.38
01612 - Word Processor II
16.09
01613 - Word Processor III
18.76
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass
23.36
05010 - Automotive Electrician
21.36
05040 - Automotive Glass Installer
20.24
05070 - Automotive Worker
20.24
05110 - Mobile Equipment Servicer
17.99

05130 - Motor Equipment Metal Mechanic
22.49
05160 - Motor Equipment Metal Worker
20.24
05190 - Motor Vehicle Mechanic
20.99
05220 - Motor Vehicle Mechanic Helper
16.87
05250 - Motor Vehicle Upholstery Worker
19.11
05280 - Motor Vehicle Wrecker
20.24
05310 - Painter, Automotive
21.36
05340 - Radiator Repair Specialist
20.24
05370 - Tire Repairer
14.98
05400 - Transmission Repair Specialist
22.49
07000 - Food Preparation And Service Occupations
07010 - Baker
15.37
07041 - Cook I
13.53
07042 - Cook II
15.15
07070 - Dishwasher
10.27
07130 - Food Service Worker
10.27
07210 - Meat Cutter
18.28
07260 - Waiter/Waitress
11.07
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter
18.40
09040 - Furniture Handler
12.60
09080 - Furniture Refinisher
18.40
09090 - Furniture Refinisher Helper
14.53
09110 - Furniture Repairer, Minor
16.47
09130 - Upholsterer
18.40
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles
11.11
11060 - Elevator Operator
11.37
11090 - Gardener
14.88
11122 - Housekeeping Aide
13.76

11150 - Janitor
14.69
11210 - Laborer, Grounds Maintenance
12.18
11240 - Maid or Houseman
10.34
11260 - Pruner
12.10
11270 - Tractor Operator
13.97
11330 - Trail Maintenance Worker
12.18
11360 - Window Cleaner
14.40
12000 - Health Occupations
12010 - Ambulance Driver
17.11
12011 - Breath Alcohol Technician
17.11
12012 - Certified Occupational Therapist Assistant
25.43
12015 - Certified Physical Therapist Assistant
25.03
12020 - Dental Assistant
17.59
12025 - Dental Hygienist
41.99
12030 - EKG Technician
23.99
12035 - Electroneurodiagnostic Technologist
23.99
12040 - Emergency Medical Technician
15.55
12071 - Licensed Practical Nurse I
20.89
12072 - Licensed Practical Nurse II
23.36
12073 - Licensed Practical Nurse III
26.05
12100 - Medical Assistant
14.18
12130 - Medical Laboratory Technician
16.93
12160 - Medical Record Clerk
16.24
12190 - Medical Record Technician
18.16
12195 - Medical Transcriptionist
18.57
12210 - Nuclear Medicine Technologist
41.64
12221 - Nursing Assistant I
12.41
12222 - Nursing Assistant II
13.95
12223 - Nursing Assistant III
15.53

12224 - Nursing Assistant IV
17.44
12235 - Optical Dispenser
16.41
12236 - Optical Technician
14.32
12250 - Pharmacy Technician
17.84
12280 - Phlebotomist
17.44
12305 - Radiologic Technologist
29.57
12311 - Registered Nurse I
38.38
12312 - Registered Nurse II
46.97
12313 - Registered Nurse II, Specialist
46.97
12314 - Registered Nurse III
56.81
12315 - Registered Nurse III, Anesthetist
56.81
12316 - Registered Nurse IV
64.37
12317 - Scheduler (Drug and Alcohol Testing)
26.71
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I
21.46
13012 - Exhibits Specialist II
26.59
13013 - Exhibits Specialist III
33.56
13041 - Illustrator I
22.58
13042 - Illustrator II
27.96
13043 - Illustrator III
34.21
13047 - Librarian
28.57
13050 - Library Aide/Clerk
14.59
13054 - Library Information Technology Systems
25.79
Administrator
13058 - Library Technician
16.42
13061 - Media Specialist I
18.62
13062 - Media Specialist II
20.83
13063 - Media Specialist III
23.21
13071 - Photographer I
16.25

13072 - Photographer II
 19.44
 13073 - Photographer III
 25.92
 13074 - Photographer IV
 33.56
 13075 - Photographer V
 38.62
 13110 - Video Teleconference Technician
 20.26
 14000 - Information Technology Occupations
 14041 - Computer Operator I
 16.25
 14042 - Computer Operator II
 18.48
 14043 - Computer Operator III
 20.59
 14044 - Computer Operator IV
 22.88
 14045 - Computer Operator V
 25.35
 14071 - Computer Programmer I (see 1)
 21.96
 14072 - Computer Programmer II (see 1)
 27.18
 14073 - Computer Programmer III (see 1)
 14074 - Computer Programmer IV (see 1)
 14101 - Computer Systems Analyst I (see 1)
 14102 - Computer Systems Analyst II (see 1)
 14103 - Computer Systems Analyst III (see 1)
 14150 - Peripheral Equipment Operator
 16.52
 14160 - Personal Computer Support Technician
 22.88
 15000 - Instructional Occupations
 15010 - Aircrew Training Devices Instructor (Non-Rated)
 33.10
 15020 - Aircrew Training Devices Instructor (Rated)
 39.83
 15030 - Air Crew Training Devices Instructor (Pilot)
 48.17
 15050 - Computer Based Training Specialist / Instructor
 33.10
 15060 - Educational Technologist
 33.68
 15070 - Flight Instructor (Pilot)
 48.17
 15080 - Graphic Artist
 24.56
 15090 - Technical Instructor
 21.26
 15095 - Technical Instructor/Course Developer
 26.48
 15110 - Test Proctor
 17.84
 15120 - Tutor
 17.84

16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler
9.56
16030 - Counter Attendant
9.56
16040 - Dry Cleaner
12.83
16070 - Finisher, Flatwork, Machine
9.56
16090 - Presser, Hand
9.56
16110 - Presser, Machine, Drycleaning
9.56
16130 - Presser, Machine, Shirts
9.56
16160 - Presser, Machine, Wearing Apparel, Laundry
9.56
16190 - Sewing Machine Operator
13.93
16220 - Tailor
15.02
16250 - Washer, Machine
10.63
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room)
19.42
19040 - Tool And Die Maker
21.89
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator
17.47
21030 - Material Coordinator
20.93
21040 - Material Expediter
20.93
21050 - Material Handling Laborer
13.82
21071 - Order Filler
15.43
21080 - Production Line Worker (Food Processing)
17.47
21110 - Shipping Packer
14.55
21130 - Shipping/Receiving Clerk
14.55
21140 - Store Worker I
12.36
21150 - Stock Clerk
16.82
21210 - Tools And Parts Attendant
17.47
21410 - Warehouse Specialist
17.47
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder
27.05

23021 - Aircraft Mechanic I
25.56
23022 - Aircraft Mechanic II
27.04
23023 - Aircraft Mechanic III
28.52
23040 - Aircraft Mechanic Helper
18.18
23050 - Aircraft, Painter
25.14
23060 - Aircraft Servicer
21.13
23080 - Aircraft Worker
22.62
23110 - Appliance Mechanic
21.79
23120 - Bicycle Repairer
14.98
23125 - Cable Splicer
28.41
23130 - Carpenter, Maintenance
22.56
23140 - Carpet Layer
21.75
23160 - Electrician, Maintenance
23.81
23181 - Electronics Technician Maintenance I
22.72
23182 - Electronics Technician Maintenance II
23.94
23183 - Electronics Technician Maintenance III
28.78
23260 - Fabric Worker
18.94
23290 - Fire Alarm System Mechanic
22.29
23310 - Fire Extinguisher Repairer
17.62
23311 - Fuel Distribution System Mechanic
22.71
23312 - Fuel Distribution System Operator
17.63
23370 - General Maintenance Worker
20.27
23380 - Ground Support Equipment Mechanic
25.56
23381 - Ground Support Equipment Servicer
21.13
23382 - Ground Support Equipment Worker
22.62
23391 - Gunsmith I
17.62
23392 - Gunsmith II
20.27
23393 - Gunsmith III
22.92

23410 - Heating, Ventilation And Air-Conditioning
23.54
Mechanic
23411 - Heating, Ventilation And Air Contditioning
24.90
Mechanic (Research Facility)
23430 - Heavy Equipment Mechanic
22.77
23440 - Heavy Equipment Operator
28.67
23460 - Instrument Mechanic
28.78
23465 - Laboratory/Shelter Mechanic
21.59
23470 - Laborer
15.13
23510 - Locksmith
20.24
23530 - Machinery Maintenance Mechanic
26.16
23550 - Machinist, Maintenance
21.00
23580 - Maintenance Trades Helper
15.86
23591 - Metrology Technician I
26.70
23592 - Metrology Technician II
28.25
23593 - Metrology Technician III
29.70
23640 - Millwright
27.81
23710 - Office Appliance Repairer
20.46
23760 - Painter, Maintenance
20.22
23790 - Pipefitter, Maintenance
23.36
23810 - Plumber, Maintenance
22.19
23820 - Pneudraulic Systems Mechanic
22.92
23850 - Rigger
22.92
23870 - Scale Mechanic
20.27
23890 - Sheet-Metal Worker, Maintenance
26.08
23910 - Small Engine Mechanic
20.27
23931 - Telecommunications Mechanic I
24.52
23932 - Telecommunications Mechanic II
25.94
23950 - Telephone Lineman
23.20

23960 - Welder, Combination, Maintenance
22.92
23965 - Well Driller
22.92
23970 - Woodcraft Worker
22.92
23980 - Woodworker
17.62
24000 - Personal Needs Occupations
24570 - Child Care Attendant
12.80
24580 - Child Care Center Clerk
15.96
24610 - Chore Aide
10.71
24620 - Family Readiness And Support Services
15.29
Coordinator
24630 - Homemaker
17.70
25000 - Plant And System Operations Occupations
25010 - Boiler Tender
24.86
25040 - Sewage Plant Operator
25.05
25070 - Stationary Engineer
24.86
25190 - Ventilation Equipment Tender
17.67
25210 - Water Treatment Plant Operator
25.05
27000 - Protective Service Occupations
27004 - Alarm Monitor
21.64
27007 - Baggage Inspector
15.69
27008 - Corrections Officer
26.92
27010 - Court Security Officer
26.50
27030 - Detection Dog Handler
21.22
27040 - Detention Officer
26.92
27070 - Firefighter
24.10
27101 - Guard I
15.69
27102 - Guard II
21.22
27131 - Police Officer I
31.34
27132 - Police Officer II
34.84
28000 - Recreation Occupations
28041 - Carnival Equipment Operator
12.70

28042 - Carnival Equipment Repairer
 13.53
 28043 - Carnival Equipment Worker
 10.27
 28210 - Gate Attendant/Gate Tender
 13.24
 28310 - Lifeguard
 11.79
 28350 - Park Attendant (Aide)
 14.81
 28510 - Recreation Aide/Health Facility Attendant
 10.80
 28515 - Recreation Specialist
 17.70
 28630 - Sports Official
 11.79
 28690 - Swimming Pool Operator
 16.90
 29000 - Stevedoring/Longshoremen Occupational Services
 29010 - Blocker And Bracer
 27.47
 29020 - Hatch Tender
 27.47
 29030 - Line Handler
 27.47
 29041 - Stevedore I
 25.68
 29042 - Stevedore II
 29.27
 30000 - Technical Occupations
 30010 - Air Traffic Control Specialist, Center (HFO) (see 2)
 37.52
 30011 - Air Traffic Control Specialist, Station (HFO) (see 2)
 25.87
 30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)
 28.50
 30021 - Archeological Technician I
 20.33
 30022 - Archeological Technician II
 22.74
 30023 - Archeological Technician III
 28.16
 30030 - Cartographic Technician
 28.16
 30040 - Civil Engineering Technician
 26.06
 30061 - Drafter/CAD Operator I
 20.33
 30062 - Drafter/CAD Operator II
 22.74
 30063 - Drafter/CAD Operator III
 25.34
 30064 - Drafter/CAD Operator IV
 31.19
 30081 - Engineering Technician I
 16.49

30082 - Engineering Technician II
 18.54
 30083 - Engineering Technician III
 20.71
 30084 - Engineering Technician IV
 25.65
 30085 - Engineering Technician V
 32.09
 30086 - Engineering Technician VI
 38.82
 30090 - Environmental Technician
 22.99
 30210 - Laboratory Technician
 19.51
 30240 - Mathematical Technician
 28.16
 30361 - Paralegal/Legal Assistant I
 18.92
 30362 - Paralegal/Legal Assistant II
 22.59
 30363 - Paralegal/Legal Assistant III
 27.63
 30364 - Paralegal/Legal Assistant IV
 33.42
 30390 - Photo-Optics Technician
 28.16
 30461 - Technical Writer I
 24.26
 30462 - Technical Writer II
 29.69
 30463 - Technical Writer III
 35.91
 30491 - Unexploded Ordnance (UXO) Technician I
 23.85
 30492 - Unexploded Ordnance (UXO) Technician II
 28.85
 30493 - Unexploded Ordnance (UXO) Technician III
 34.58
 30494 - Unexploded (UXO) Safety Escort
 23.85
 30495 - Unexploded (UXO) Sweep Personnel
 23.85
 30620 - Weather Observer, Combined Upper Air Or (see 2)
 25.34
 Surface Programs
 30621 - Weather Observer, Senior (see 2)
 27.83
 31000 - Transportation/Mobile Equipment Operation Occupations
 31020 - Bus Aide
 10.41
 31030 - Bus Driver
 17.68
 31043 - Driver Courier
 13.72
 31260 - Parking and Lot Attendant
 9.32

31290 - Shuttle Bus Driver
14.84
31310 - Taxi Driver
10.52
31361 - Truckdriver, Light
14.84
31362 - Truckdriver, Medium
18.52
31363 - Truckdriver, Heavy
20.15
31364 - Truckdriver, Tractor-Trailer
20.15
99000 - Miscellaneous Occupations
99030 - Cashier
11.97
99050 - Desk Clerk
10.93
99095 - Embalmer
22.44
99251 - Laboratory Animal Caretaker I
11.89
99252 - Laboratory Animal Caretaker II
12.85
99310 - Mortician
25.00
99410 - Pest Controller
16.38
99510 - Photofinishing Worker
15.20
99710 - Recycling Laborer
20.81
99711 - Recycling Specialist
23.84
99730 - Refuse Collector
18.40
99810 - Sales Clerk
12.32
99820 - School Crossing Guard
12.11
99830 - Survey Party Chief
34.87
99831 - Surveying Aide
18.94
99832 - Surveying Technician
25.99
99840 - Vending Machine Attendant
13.92
99841 - Vending Machine Repairer
16.61
99842 - Vending Machine Repairer Helper
13.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.35 per hour or \$134.00 per week or \$580.66 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the

conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:
If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form

1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.